

Worker fact sheet

Workplace bullying and harassment

Health and safety at work isn't just about addressing physical hazards, it also includes focusing on psychological hazards. WorkSafeBC's [Occupational Health and Safety Policies](#) outline the duties of workers, employers, and supervisors in preventing and addressing workplace bullying and harassment.

This fact sheet explains the duties of workers.

Worker duties include the following:

- Not engaging in bullying and harassment
- Reporting if bullying and harassment is observed or experienced
- Applying and complying with the employer's policies and procedures on bullying and harassment

Definition of workplace bullying and harassment

Includes any inappropriate conduct or comment by a person toward a worker that the person knew or reasonably ought to have known would cause that worker to be humiliated or intimidated, but **excludes** any reasonable action taken by an employer or supervisor relating to the management and direction of workers or the place of employment.

Resources and additional information

Visit worksafebc.com/bullying for resources to help prevent and address workplace bullying and harassment. You can also call our Prevention Information Line for information about this or any health and safety topic: 1.888.621.7233.

Bullying and harassing behaviour can include:	Bullying and harassing behaviour does not include:
<ul style="list-style-type: none">• Verbal aggression or yelling• Humiliating initiation practices or hazing• Spreading malicious rumours• Calling someone derogatory names• Any other inappropriate conduct or comment that would cause someone to feel humiliated or intimidated	<ul style="list-style-type: none">• Expressing differences of opinion• Offering constructive feedback, guidance, or advice about work-related behaviour• Reasonable action taken by an employer or supervisor relating to the management and direction of workers or the place of employment (e.g., managing a worker's performance, taking reasonable disciplinary actions, assigning work)